

Illinois Valley Public Telecommunications Corporation
Diversity and Equal Opportunity Policy

Board Diversity

It is the policy of the Illinois Valley Public Telecommunications Corporation that the Board of Trustees, WTVP management, the Community Broadcast Advisory Committee (CBAC) and any other community advisory boards that may be established be diverse in their membership and representative of the WTVP service area. Diversity in these groups will be achieved not solely through any one of the following, but by a representational multiplicity of gender, age, race, color, national origin, group identification, physical disability, sexual orientation, marital status, veteran status, or political affiliation.

Employment Opportunity and Diversity

It is the policy of the Illinois Valley Public Telecommunications Corporation to employ a talented, diverse workforce representative of our service area, and to provide equal opportunity in employment without regard to race, religion, color, national origin, age, gender, sexual orientation, marital status, veteran status, political affiliation, or physical or mental disability, except where gender or physical or mental ability may be a genuine occupational qualification. Diversity and equal employment opportunity is an administrative commitment in every respect of personnel policy and practice including the selection, placement, training and advancement of our employees.

Recruiting

It is the policy of the Illinois Valley Public Telecommunications Corporation that when full or permanent part time employment opportunities become available at WTVP, management will advertise the openings broadly using its broadcast and internet capacity. There will be no policy requirement that paid advertising, print or electronic, be used. WTVP will maintain web addresses for minority organizations that maintain job placement services for their clients and for the Illinois Department of Employment Services and will notify them by email of job openings. Job openings will also be posted in a conspicuous location with WTVP to inform current employees. WTVP will also participate in minority job fairs and actively seek minority interns. Interviews of qualified candidates will be held with the goal of achieving or maintaining diversity. Advertising and interviews will not be required for current employees who are being promoted or for permanent part time employees who are promoted to full time provided that the advertising and interview process was utilized in their initial hiring.

Diversity Training

It is the policy of the Illinois Valley Public Telecommunications Corporation to provide annual opportunities for diversity training and to require participation in those training sessions by management and other staff who are responsible for recruitment and hiring.

Adopted Unanimously by the Board of Trustees on September 18, 2012